

PHYLLIS ALMENOFF, Ed.D.

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Present Occupation: Arbitrator, Labor Mediator

First Business Address:

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Second Business Address

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EDUCATION:

Ed.D.	Administration	Hofstra University
MA	Education	Queens College
BA	Liberal Arts	Brooklyn College

ARBITRATION ROSTERS:

American Arbitration Association (AAA)
Federal Mediation and Conciliation Service (FMCS)
State of New York – Public Employment Relations Board (PERB)
State of New York – Employment Relations Board (SERB)
National Association of Security Dealers (FINRA)
Suffolk County – Public Employment Relations Board (Suffolk PERB)
State of New Jersey – Public Employment Relations Commission (PERC)
National Mediation Board (NMB)

PERMANENT PANELS:

United Mine Workers of America (UMWA) & Bituminous Coal Operators' Assoc. (BCOA) – District 20
University of North Florida (UNF) & United Faculty of Florida (UFF)
New York State Education Law – Section 3020-a Panel
New York State Public Employment Relations Board (Arbitration, Mediation, Fact Finding, Conciliation)
Cold Spring Harbor School District and UPSEU Local 144 – Division 100

PUBLISHED CASES:

118 LA 1714 (2003); 103 LRP 50158 (2003)
104 FLRR-2 1803-00952 (2003)
118 LA 640 (2004); 119 LA 1433 (2004); 120 LA 405 (2004)
32 LA15 485 (2005); 121 LA 228 (2005)
122 LA 1755 (2006)
35 LAIS 137 (20007); 108 LRP 11797 (2008)

Arbitration Awards and Decisions I have rendered appear on my website and can be accessed at <http://www.lawmemo.com/arb/arbitrator/almenoff.phyllis.htm>

INDUSTRIES:

Agriculture; Beverage; Clothing; Communications; Education; Federal Sector Grievance; Food (Manu./Proc./Service); Furniture; Health Care; Hospitals/Nursing Home; Mining; Office Workers/Clerical; Organizations; Petroleum/Petrochemicals; Pharmaceuticals; Police and Fire; Prison Guards; Public Sector Grievance; Retail Stores; Textile; Transportation; Utilities.

ISSUES:

Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off-Duty/Personal); Demotion; Discipline (Non-Discharge); Discipline (Discharge), Discrimination, Age Discrimination; Sex Discrimination; Bonus; Holidays; Leave; Vacation; Grievance Mediation; Hiring Practices; Job Performance; Job Posting; Job Bidding; Layoffs; Bumping; Recall; Management Rights; Past Practices; Promotion; Safety/Health Conditions; Seniority; Sexual Harassment; Tenure/Reappointment; Wages; Cost-of-Living Pay; Holiday Pay; Job Classification & Rates; Merit Pay; Overtime Pay; Severance Pay; Vacation Pay; Work Hours/Schedules/Assignments; Working Conditions /Work Orders; Violence or Threats.

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1997 – PRESENT: Full time arbitrator, mediator and fact-finder since 1997. I have arbitrated many labor and employment cases in the public and private sector including multi-national companies and major labor unions- see industries and issues below. **Labor Mediator:** Appointed mediator for many labor impasses by the New York State Public Employment Relations Board and selected as fact-finder and super-conciliator. Serves as an adjunct professor for Long Island University and State University of NY – Stony Brook where I teach courses in Labor Relations and Negotiations. **PREVIOUS:** Served as Executive Director for Human Resources/Labor Relations for large suburban school district for eighteen years prior to retirement. Served as the Chief Negotiator and was responsible for negotiating collective bargaining agreements with twelve unions. Developed negotiation proposals and revised the language of the newly negotiated contracts. Responsible for contract management, contract administration, grievances and arbitrations. Appointed by New York State Board of Regents to the NY State Certification and Practice Board (TECAP). Appointed Chairperson of TECAP Board. Provided workshops on topics related to Labor Relations and Negotiations for many groups. Trained by the State of New York as an Impartial Hearing Officer. Elected executive officer and president of the New York State Association of School Personnel Administrators and the Long Island Association of School Personnel Administrators.

CERTIFICATIONS

Impartial Hearing Officer

New York State

Advanced Practitioner in Workplace Mediation

Association for Conflict Resolution

PROFESSIONAL AFFILIATIONS:

American Arbitration Association

Association for Conflict Resolution

Labor & Employment Relations Association (Board Member)

National Academy of Arbitrators

FEES:

PER DIEM FEE: \$900;

Grievance Arbitration: The fee is \$900 per day for hearing, research and preparation of the opinion and award. A hearing day is any portion of a day up to eight hours. Time for research and preparation is prorated.

Cancellation Policy: If the scheduled hearing is postponed or canceled with less than three calendar weeks (21 days) notice, the per diem fee for each day of scheduled hearing will be charged if another matter cannot be substituted.

Interest Arbitration Fact-finding and Labor Mediation: Arbitrator charges \$900 per day (for up to eight hours.) Time for research is prorated.

Travel Time: Travel time will be prorated based on the per diem fee.

Expenses: Arbitrator charges actual cost of reasonable expenses including airfare, car rental, car service, taxi, parking, lodging and meals. Automobile mileage is charged at the applicable IRS rate.